



## The Arizona Master Teacher Program

The Arizona Master Teacher Program places experienced, accomplished teachers into leadership roles in schools as mentors for their peers. Teachers with at least five years of experience, strong evaluations, and who have demonstrated student achievement and growth can apply through the Arizona K-12 Center portfolio process to become Master Teachers. Districts select Master Teachers to be trained as mentors to beginning teachers with 0-2 years teaching experience to help guide them toward greater effectiveness while retaining them not only in the profession but in the school they teach. With the approval of their school and district, Master Teachers will commit to at least half-time mentoring duties, mentoring 15 new teachers each year for up to three years.

Arizona's goal is to place a Master Teacher in every school in the state, beginning with those schools most in need. Districts apply through a competitive RFP process and are funded based on the number of new teachers they have in qualifying sites. The K-12 Center provides support and training for mentors for two full years with optional training in the third year. Professional development is provided for both the Master Teachers and the new teachers based upon Individual Professional Development Plans based on the district and site goals and the Arizona Professional Teacher Standards. The Arizona Master Teacher program funds training for mentors and mentees, stipends for Master Teacher Mentors, and up to \$40,000 per qualified Master Teacher Mentor per year for replacement costs. There are currently 23 districts with Master Teacher Mentors in Arizona serving 485 new teachers. For more information, please go to [www.azk12.org](http://www.azk12.org).